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Estonia is an emerging and advancing European country that's a great place for companies looking to establish a European presence. Thanks to simple visa requirements and the option to bring families, many individuals are drawn to the prospect of a job in the country. If your company is looking to expand, however, you'll need to know how to get a work visa in Estonia to stay compliant, avoid fines, and harness the talent of a global workforce.

If you need the help of a global PEO, you can count on the experienced team at Globalization Partners. We know the various laws and regulations in Estonia, and we'll shoulder the burden of compliance for you. As the Employer of Record, our team will be responsible for hiring employees on your behalf, running your payroll, providing compensation and benefits, and more.

Available Estonia Work Visas

Estonia has three different visa categories:

- Type A: Airport transit visa for those passing through international transit parts of airports within Schengen Area member states.
- Type C: Short-term visa for individuals staying in the Schengen Area for no more than 90 days within 180 days.
- Type D: Long-stay visa used for single or multiple entries for a period of up to 365 days within 12 consecutive months.

Type A and C visas are Schengen visas and allow for entry to other member states. Individuals only entering Estonia can apply with the appropriate Estonian representation issuing the visas. However, if the visit includes going to several member states over two months, the applicant must go to the main destination to file the application.

While there are some exceptions, most of your employees will apply for a long-stay visa. They can do so in person with an Estonian representation that handles visa applications or at the service point of the Police and Border Guard Board in the country.

What Do You Need in Order to Obtain a Type D Work Visa?

Your employees will need to meet certain requirements to obtain an Estonia work visa. First, they'll require a job offer from you as an Estonian employer. You should also provide a recognized work contract proving that they will work for you. It's important to provide a letter

of invitation that you submit to the Police and Border Guard Board. In some cases, the applicant will need permission from the Estonian Unemployment Insurance Fund for employment. If your employee is a top specialist, they may need to meet additional requirements.

Steps to Get a Working Visa in Estonia

You will need to submit several documents to obtain a long-stay work visa in Estonia, including:

- A travel document issued within the previous 10 years that's valid for at least three months after the visa expires and has two blank pages for visas
- A completed and signed application form
- A photo
- An insurance policy with at least EUR 30,000 coverage for the duration of the stay
- Documents showing the purpose of the journey, such as a letter from the host, work documents, study documents, proof of family ties, and proof of accommodation
- Biometrical data, including 10 fingerprints
- Payment of the visa fee of EUR 100

What Other Unique Considerations Are There?

Citizens from non-EU countries who want to work in Estonia for longer than six months should apply for a residence permit as well as a long-stay visa. First, your employees can obtain a temporary residence permit for up to two years. After living in Estonia for five years with a temporary residence permit, they can apply for a long-term residence permit that functions similarly to an Estonian work permit.

Partner With Our Team for Your Expansion

Globalization Partners understands all the intricacies of a global expansion. If we act as the Employer of Record for the professionals at your company, we'll make sure you have everything you need for a successful expansion. Our team of experts can do everything from hiring employees on your behalf to sourcing a competitive benefits plan. We'll shoulder compliance the entire time so that you can focus on building your company abroad.

[Contact us today](#) for more information about our Global Expansion Platform™ and how we can help with your expansion to Estonia.